

# **Missouri Department of Corrections**

## Office of Religious/Spiritual Programming



## Prison Chaplaincy Information Guide

1/2010

## The Potency of Faith in the Corrections Module

As humans are complex multi-faceted beings, so, too, are their needs when seeking out value, significance, and worth. They are more than the object of a program or the tool of a new initiative. There must be more than conformity and robotic compliance to those who in power. So it is with the incarcerated person. Many are accustomed to “going along to get along”. This perspective works only until the price for non compliance is eclipsed by the delicious fruit of self gratification. With this perspective, no price is too high, no level too low. Many times not even personal shame, loss of one's family, one's marriage or the return to prison can deter this self destructive behavior. There is an answer! Instead of changing one's direction by sheer will, the entire “operations mechanism” must be replaced. This is where the faith component comes into play. Many offenders are eager to re-evaluate faith principals because they realize their self-seeking strategy has failed them miserably. Chapel programs challenge offenders to address the spiritual issues deep inside that they have ignored or denied. Prison chaplaincy is an exciting and rewarding career ministry. Offenders need to see chaplains as spiritual role models who effectively administer a professional chapel operation and orderly, relevant, “needs based” programming. Volunteers need to be directed and supervised in a team approach that is friendly and professional yet deliberate and strategic, placing offender's needs above volunteer wants.

Perhaps it's time to take a look at Prison Chaplaincy-----  
maybe it's for you!

## Overview

Abilities	Examples of Work Duties
<ul style="list-style-type: none"> <li>○ To relate fairly and openly to all faith groups</li> <li>○ To effectively participate as a multi-disciplinary team member in a correctional environment</li> <li>○ To work with religious volunteers of other faiths in an appropriate manner to meet the spiritual needs of all offenders</li> <li>○ To correlate one's spiritual convictions with the pluralistic demands of the position</li> <li>○ To work creatively and harmoniously with persons of diverse cultures and faith backgrounds and their organizational structures</li> <li>○ To make decisions based upon sound judgment and insight with emphasis on institutional safety and security</li> <li>○ To determine, plan, promote and implement an ecumenically inclusive spiritual care program</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ensures freedom of religious practices as accommodated by the department</li> <li>▪ Provides spiritual guidance and care to all offenders without regard to cultural and/or religious differences</li> <li>▪ Manages and coordinates a multi-faith program according to offender needs</li> <li>▪ Recruits and trains religious volunteers reflective of institutional need</li> <li>▪ Coordinates a religious volunteer program providing spiritual activities for various faith groups</li> <li>▪ Provides individual and/or group counseling for offenders and their families, as requested, regarding religious, social, familial and personal problems</li> <li>▪ Consults with professional and community groups on topics related to prison ministry</li> <li>▪ May conduct religious services or lead small groups as needed</li> </ul>
<p><b>Minimum Experience and Training Qualifications</b></p> <ol style="list-style-type: none"> <li>1. Bachelor's degree from an acceptable, accredited college in theology, pastoral ministry, religious studies, comparative religion or religious education; or  Bachelor's degree from an acceptable, accredited college and a seminary degree; or  Bachelor's degree from an acceptable, accredited college with a degree in counseling, education, psychology, sociology or other closely related fields with <u>courses in religion or theology</u></li> <li>2. An acceptable formal written statement of endorsement or approval from the candidate's religious body for ministry in a correctional setting</li> <li>3. Two years experience in the management of religious programming in a full time, salaried staff position</li> </ol>	<p><b>Required Knowledge &amp; Skills</b></p> <ul style="list-style-type: none"> <li>○ General working knowledge of comparative religion, methods of spiritual care and counseling in the specialized role of Chaplain in a correctional setting</li> <li>○ Effective communication and organizational skills</li> <li>○ Effective administrative/managerial skills</li> <li>○ Formulates innovative methods and procedures to meet spiritual and emotional needs</li> <li>○ Recognition of the validity of all faiths, multi-cultural disciplines and the impact upon those persons who uphold those religious beliefs</li> </ul>

## Benefit Package

- Missouri State Employees' Retirement System (MOSERS)
- Major Health Insurance (provided for employees and available for families)
- Paid Life Insurance (amount equivalent to annual salary)
- Long-Term Disability Insurance
- Cafeteria Plan
- 12 Paid holidays per year
- 10 hours of annual leave per month
- 10 hours of sick leave per month
- Pre-Service, In-service, Pre-promotional and Supervisory/Management training (additional 40 hours of training provided each year)
- Credit Union
- Direct Deposit of paycheck (required)
- Employee health, wellness and safety initiatives
- MOST (Missouri Saving for Tuition) Program
- Savings Bonds
- Annual Housing allowance
- ING (Deferred Compensation Plan)
- Administrative leave when applicable
- Worker's Compensation
- FMLA (Family and Medical Leave)
- Annual salary (full-time): starts near \$32,000

## Missouri Department of Corrections

### Fully Accommodated Religions

Al-Islam/Muslim

Buddhism

Christian-General

Christian-Roman Catholic

Judaism

Messianic

Moorish Science Temple of America

Nation of Islam

Wicca

Note: Other faiths are accommodated on a solitary practice level.